



**King County**

# Safety & Claims Annual Report 2020

"I encourage all  
King County employees  
to adopt a personal commitment to  
safety and health in their daily work."

*-Dow Constantine*



In This Report

Foreword	3
Internal Service Rates	4
OSHA Rates	5
Historical Injury Rates	6
COVID Response	7
By The Numbers	8-9
Department of Adult & Juvenile Detention	10-11
Department of Assessments	12
Department of Community & Human Services	12
King County Council	13
District Court	13
Department of Elections	14
Department of Executive Services	14-17
King County Executive	18
Department of Human Resources	18
Department of Information Technology	19
Department of Judicial Administration	19
Department of Local Services	20-21
Metro Transit	22-26
Department of Natural Resources and Parks	27-28
Prosecuting Attorney's Office	29
Department of Public Defense	29
Department of Public Health	30-31
Sheriff's Office	32-33
Superior Court	33
Safety Services	34
Contact Information	35

2020



Foreword

Department Leadership Teams,

Last year was defined by COVID-19. While many employees headed home under the mandatory telecommute order, many more employees who are first responders or mission critical kept reporting to the workplace. Employees made modifications to their work, their worksites, and the way they provided service to the public. Staff in Safety rapidly adapted to respond to the immediate needs of agencies. We were able to provide subject matter review of PPE, provide new trainings to help employees adequately sanitize workspaces and wear respirators, support Public Health’s Workplace Investigations Team with industrial hygiene and ventilation expertise, advise on installation of plexiglass barriers to better protect employees, transition necessary safety trainings to virtual environments, and support agencies’ safety decisions and alignment with regulatory guidelines when continuing or re-opening work.

We are incredibly proud of the work completed by our team and our partners around the county to protect employee health and safety during a global pandemic. Our collaborative hard work shows in our results. On the job reportable injury rates are at the lowest they’ve been in 10 years. Nearly 60% of agencies had a decrease or stayed at the same level for their Internal Service Rate, which is based on 5-years loss history and actuary predictions.

Thank you for your continued partnership, supporting King County’s *Investing in YOU* strategy through health and safety for employees.



**Mary Beth Short**  
Director  
Central Employee Services Division  
Department of Human Resources



# Internal Service Rates

Agency	2021/2022 Total Revenue	2021/2022 Rate Per Hour
Metro Transit	\$36,333,000	1.89
Adult & Juvenile Detention	\$5,352,864	1.42
DES Airport	\$355,322	1.24
Sheriff's Office	\$5,181,361	1.04
DLS Roads	\$1,598,916	0.97
DES Facilities Mgmt	\$1,203,808	0.89
DNRP Solid Waste	\$1,540,948	0.85
DLS Permitting	\$190,002	0.67
DNRP Wastewater Treatment	\$1,702,000	0.65
DNRP Parks	\$561,014	0.52
DES Fleet	\$143,208	0.47
DES RALS	\$190,272	0.46
Superior Court	\$467,863	0.43
Public Health	\$1,889,097	0.31
Judicial Administration	\$229,614	0.27
DNRP Water & Land Resources	\$204,910	0.27
District Court	\$212,480	0.21
Assessments	\$167,902	0.21
Community & Human Services	\$228,708	0.13
KCIT	\$205,974	0.12
Small Agency Pool	\$594,626	0.10
DES (except RALS, FMD, Fleet & Airport)	\$97,598	0.09
Prosecuting Attorney	\$119,245	0.06

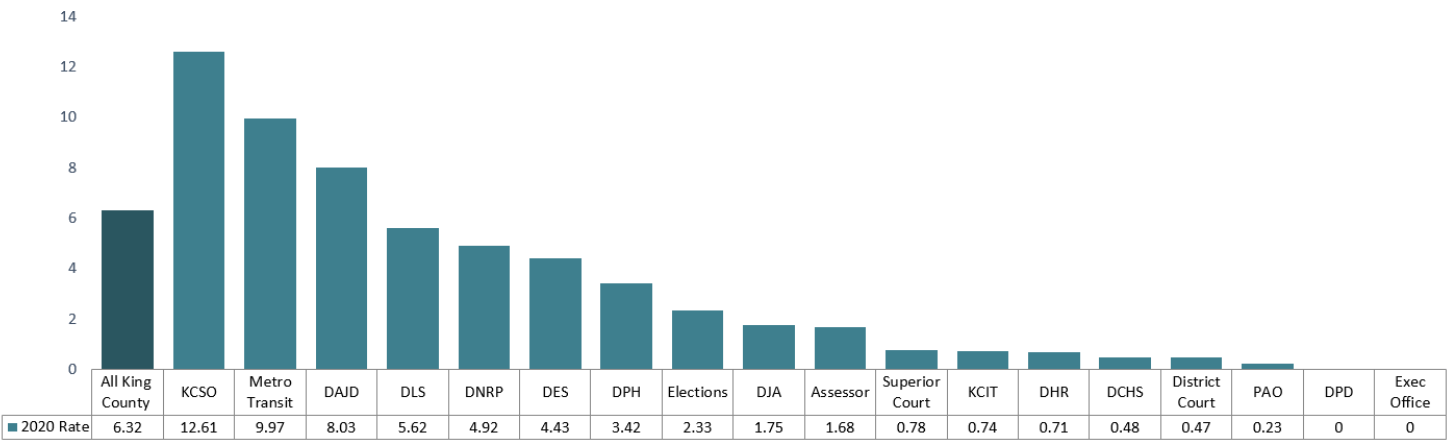
Industrial insurance rates by agency are calculated using workers’ compensation claim costs over five years. The five-year period allows for a smoothing-out of claim fluctuations. Claims are capped at \$250,000 per occurrence to lessen the impact of large claims and place more emphasis on claim frequency.

The county-hired actuary also develops claim expenditure and reserve projections. These estimates are used for the insurance rates revenue requirements.

The primary reasons for changes in industrial insurance rates in each biennium are:

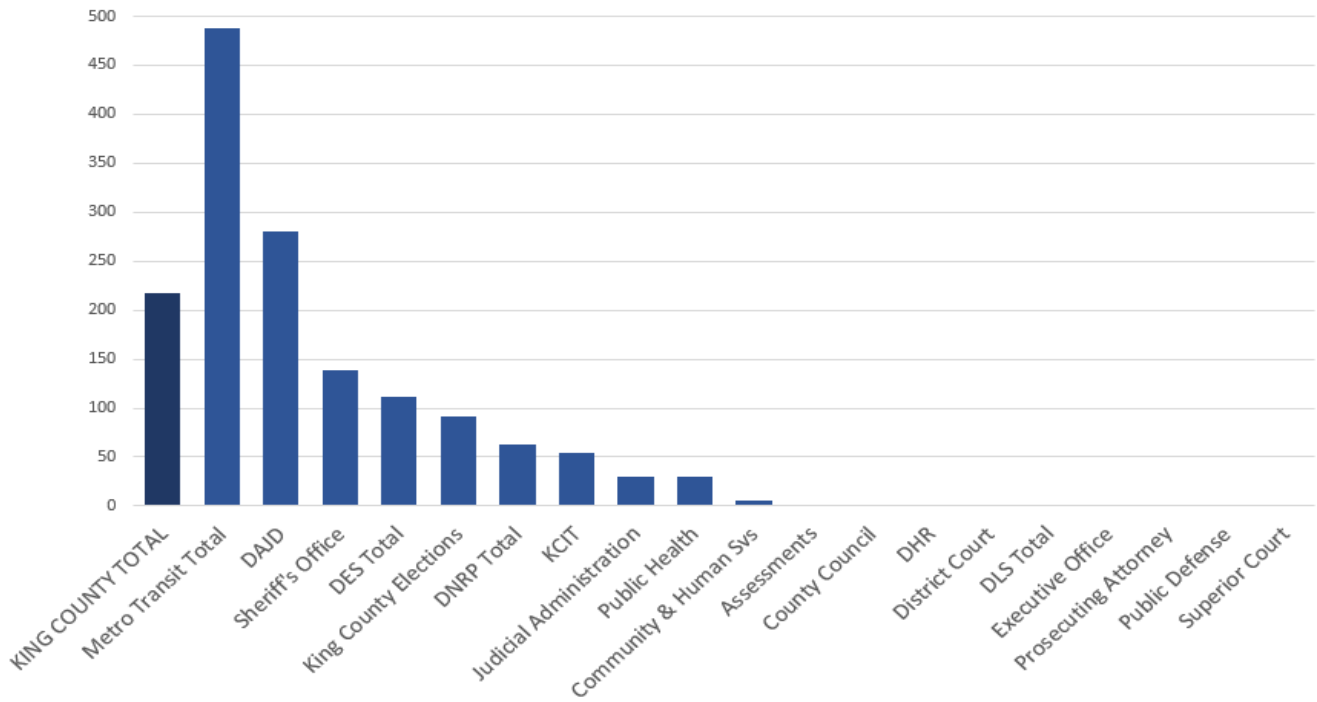
- Number of hours per FTE in the pro forma budget, and
- The agency’s 5-year loss experience, and
- Future claim cost predictions

# OSHA Incident Rate



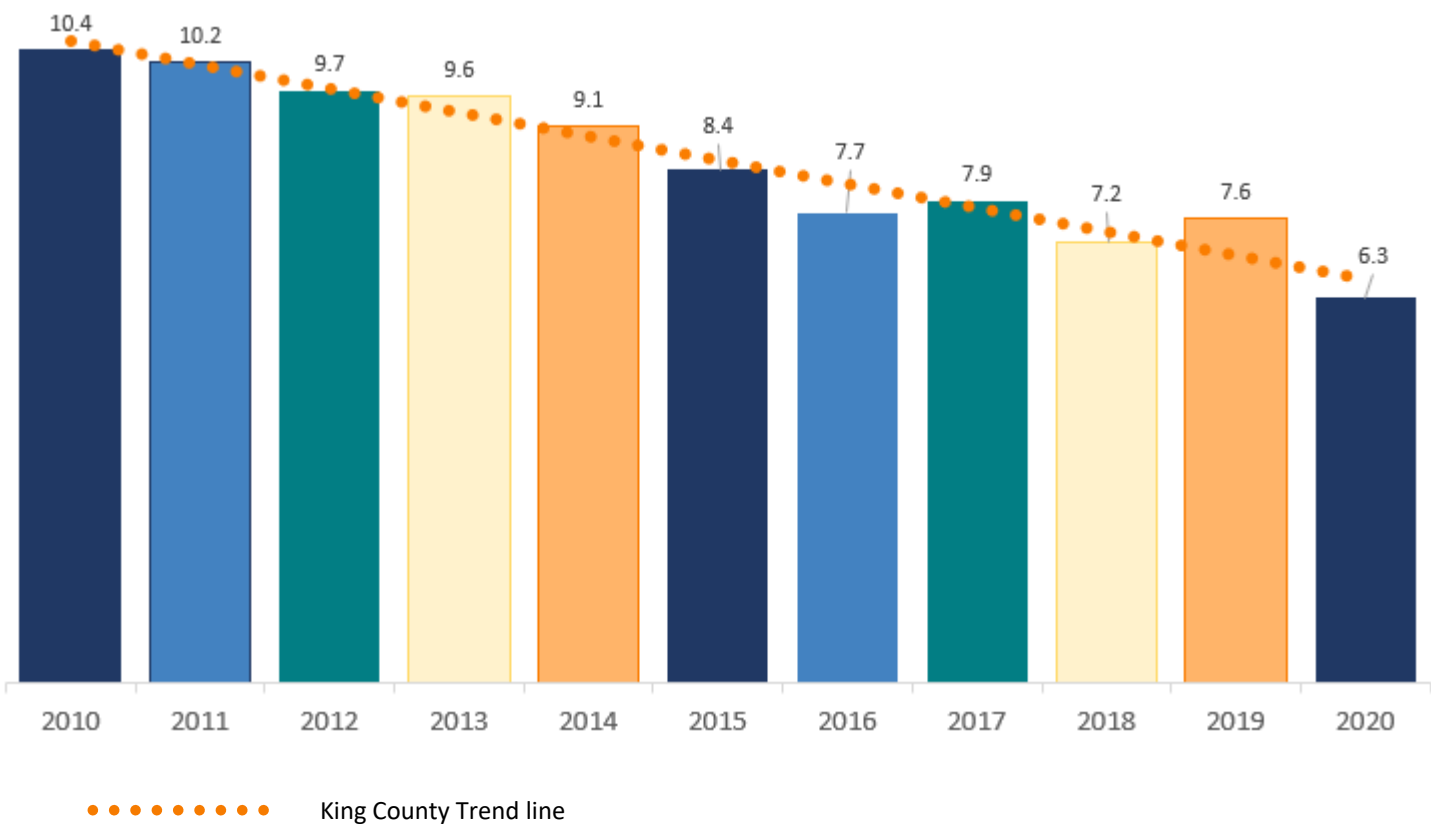
OSHA injury rates measure the number of employees per 100 full-time employees that have been involved in a recordable injury or illness. Recordable injuries are defined as requiring medical treatment beyond first aid, or causing days away from work, unconsciousness, transfer to another job or death.

# OSHA Severity Rate



The OSHA severity rate represents a projected number of paid days off work per 100 full-time employees per calendar year due to work-related accident or injury. OSHA places a maximum count of 180 days off, so these numbers may be lower than what agencies actually experienced last year. This is a good measure of how severe injuries are - more severe injury correlates to more days off work. Transitional duty (light duty) is a good way to reduce these numbers.

# King County Injury Rate Historical Data



OSHA injury rates measure the number of employees per 100 full-time employees that have been involved in a recordable injury or illness. Recordable injuries are defined as requiring medical treatment beyond first aid, or causing days away from work, unconsciousness, transfer to another job or death.

Overall, King County’s rates have been on a downward trend for the last ten years. Last year we achieved the lowest historical rate in a decade.

# Safety’s Response to COVID in the Workplace

When COVID-19 hit the region last February, many employees retreated to home, following the Executive and Mayor’s Stay Home Stay Safe directive. Even more employees remained in the field, providing crucial services to the public. Safety team members responded by increasing their support for Departments and Divisions. Initial requests included instruction on how to properly don and doff PPE, conducting respirator fit testing, providing guidance on sanitization and quickly supporting the hire of new custodians. Below is just a sample of the COVID specific activities our staff worked on last year.

- March**
  - Brought training online as possible (forklift training, defensive driving and more)
- April**
  - Created Ergo at Home tip sheet to support employees working remotely
- May**
  - Developed Ergonomic Policy, providing guidance for agencies with remote work employees
- June**
  - Provided respirator fit testing for Facilities Maintenance, Public Health, Department of Adult and Juvenile Detention and Jail Health staff who are vulnerable to infection by job responsibility
- July**
  - Created and provided sanitization training for Facilities Maintenance custodians who would be vulnerable to workplace transmission due to the nature of their work
- August**
  - Drafted Workplace Guidelines document, meeting CDC, OSHA and DOSH requirements for workplace safety measures
- September**
  - Developed and implemented process for HR managers to report positive COVID cases among employees, being mindful of privacy practices. Developed partnership with Public Health to track and investigate possible workplace transmission
- October**
  -
- November**
  - Supported Public Health’s Workplace Investigations Team (WIT) and Health Engagement Action Resource Team (HEART), providing industrial hygiene expertise to Public Health and the CDC teams
- December**
  - Provided subject matter expertise to Office of Emergency Management regarding PPE

# 2020 BY THE NUMBERS



351

Pre-Employment Physicals



260

Training  
Classes

reaching  
**2,098**  
employees

More than  
**1,700**

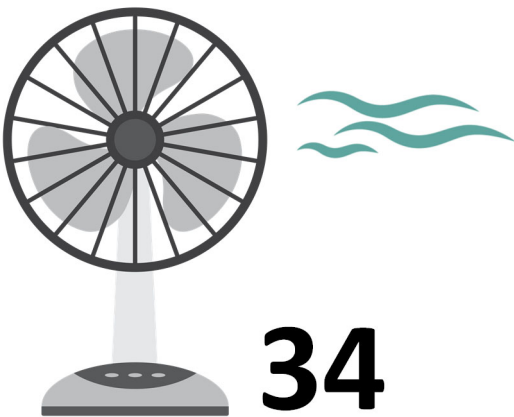
Do-It-Yourself  
(online)  
ergonomic  
evaluations

Increase of nearly 150% over  
last year, likely due to many  
employees moving to  
telecommute arrangements



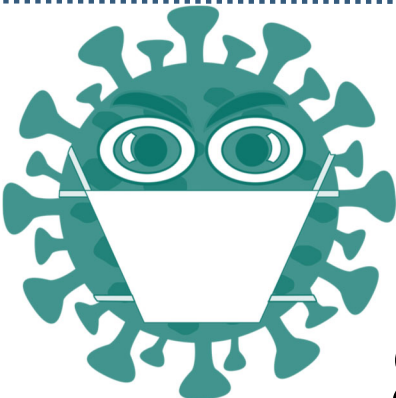
411

In-person ergonomic  
evaluations conducted



34

Safe workplace  
sampling events, including  
indoor air quality, asbestos,  
mold, lead, or noise testing



8

COVID related workplace  
investigations for King  
County worksites to  
reduce the risk of  
COVID exposure



21

Workplace  
investigations for community  
employers to support Public Health's  
Workplace Investigations Team (WIT)  
and Health Engagement Access  
Resource Team (HEART)



9

Labor & Industries  
investigations  
resolved

# Department of Adult and Juvenile Detention

Juvenile Division COVID Ops Team



From Left to right, Ena Kyles (Safety Officer), Tacie Marshall-Todd (Inventory Purchasing Specialist), Cindy Smith (Advanced Practice Nurse Specialist) and Lois Schipper (Personal Health Services Supervisor).

Not shown: Joshua White (Safety Officer)

	2016	2017	2018	2019	2020
Injury Claims	66	97	109	71	65
Injury Rate	8.2	11.9	13.4	8.6	8.0
King County Injury Rate	7.7	7.9	7.2	7.6	6.3
Lost Workdays*	1213	2099	1609	1163	2525
Total Lost Workdays**	6493	5995	6456	6448	5888
Lost Workday Rate	180.3	257.4	197.5	141.5	279.9
King County Lost Workday Rate	159.0	156.7	144.2	180.6	217.6

\*Lost Workdays Filed Within Year (Capped at 180 days)

\*\*Includes Lost Workdays from Claims Filed in Previous Years

Trends:

1. 43% Reduction in Slip, Trip, and Falls from 2019

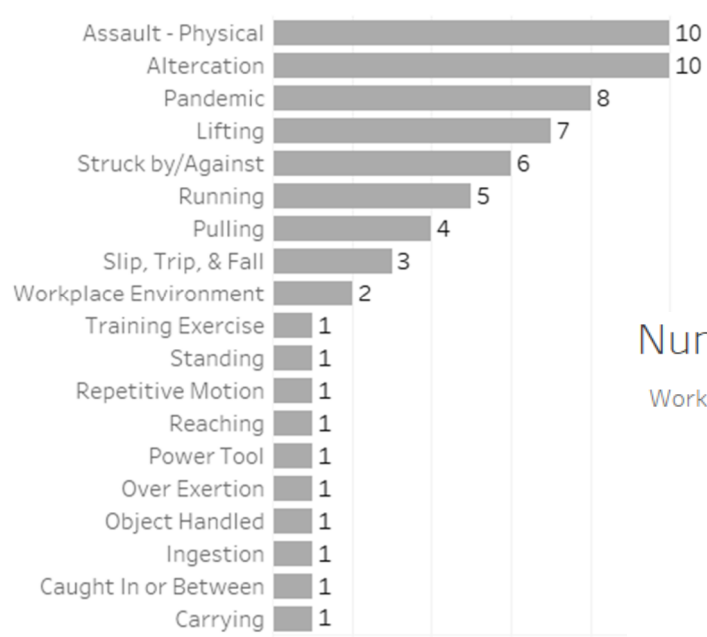
2. 11% of Lost Workdays Were from Running Injuries

3. 117% Increase in Lost Workdays from 2019

4. One Injury Accounted for 12% of Lost Workdays in 2020

Facility	Number and % of claims	Number and % of lost workdays	Highest causal categories for claims numbers (cases)	Highest causal categories for lost workdays (days)
KCCF	34 52.3%	1113 46.8%	<ul style="list-style-type: none"><li>Altercations (8)</li><li>Assaults (6)</li><li>Pandemic (5)</li><li>Struck by/against (3)</li></ul>	<ul style="list-style-type: none"><li>Work Environ (322)</li><li>Assault (143)</li><li>Slip, trip, fall (129)</li><li>Pushing/pulling (32)</li></ul>
RJC	20 30.8%	1082 45.5%	<ul style="list-style-type: none"><li>Pandemic (3)</li><li>Lifting (3)</li><li>Pulling (3)</li><li>Running (3)</li></ul>	<ul style="list-style-type: none"><li>Altercation (230)</li><li>Pulling (180)</li><li>Work Environ (166)</li><li>Slips/trips/falls (155)</li></ul>
YSC	10 15.4%	174 7.3%	<ul style="list-style-type: none"><li>Assault (3)</li><li>Struck by/against (2)</li></ul>	<ul style="list-style-type: none"><li>Running (102)</li><li>Lifting (31)</li><li>Assault (25)</li><li>Fall (16)</li></ul>
Community Corrections	1 1.5%	8 .3%	<ul style="list-style-type: none"><li>Lifting (1)</li></ul>	<ul style="list-style-type: none"><li>Lifting (8)</li></ul>
Administration	0	0	NA	NA

## Number of Injuries by Cause

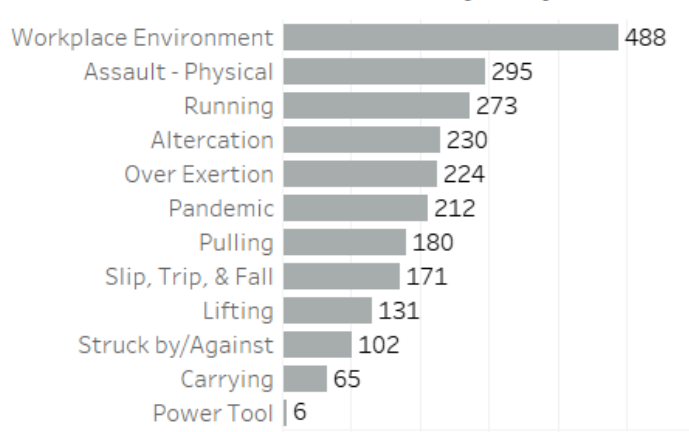


## Your Contacts

**Chris Jacomme - Safety**

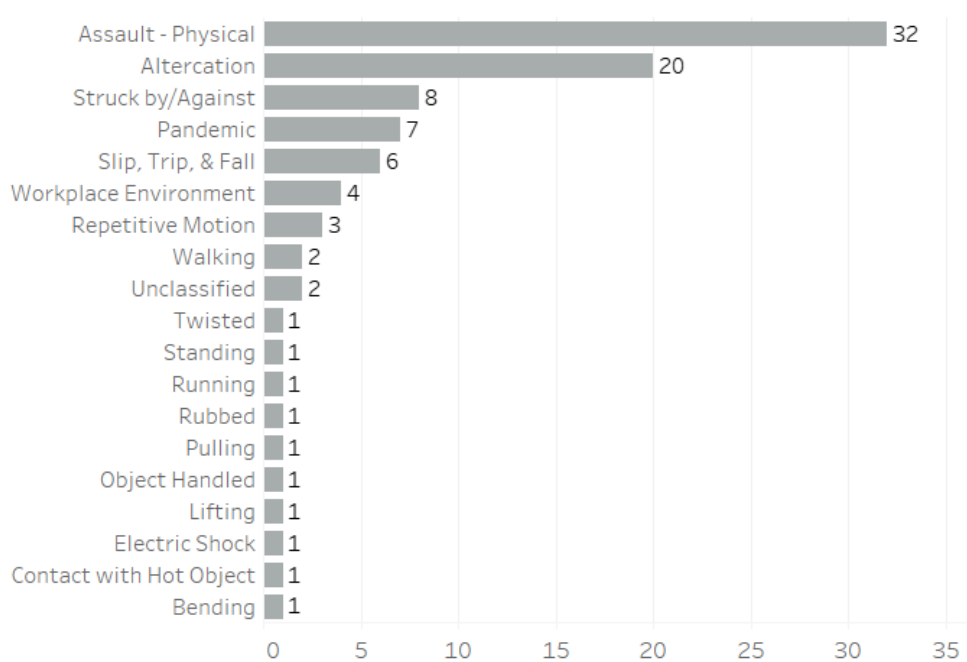
**Rob Stafford - Ergonomics**

## Number of Lost Workdays by Cause



In 2020 there were 94 Incidents and claims that were not recordable. These included injuries where no treatment was needed beyond first aid. They can be instructive in identifying possible causes of injuries that could become costly claims or result in serious injury.

## Number of Non-Recordable Injuries and Near Misses





## Department of Assessments

### Summary

As in past years, claims were related to conducting field work. Two resulted from motor vehicle accidents and one from a trip/fall. Assessments continues to actively invest in office ergonomics, effectively preventing office ergonomics-related injuries.

	2016	2017	2018	2019	2020
<b>Injury Claims</b>	0	1	5	2	3
Injury Rate	0	0.6	3.0	1.2	1.7
King County Injury Rate	7.7	7.9	7.2	7.6	6.3
<b>Lost Workdays*</b>	0	11	16	8	0
<b>Total Lost Workdays**</b>	0	11	16	8	0
Lost Workday Rate	0	6.7	9.5	4.7	0
King County Lost Workday Rate	159.0	156.7	144.2	180.6	217.6

\*Lost Workdays Filed Within Year (Capped at 180 days)

\*\*Includes Lost Workdays from Claims Filed in Previous Years

#### Successes:

1. No office-related musculoskeletal injuries
2. No lost workdays in 2020

Your Contact

**Chris Jacomme**

## Department of Community and Human Services

	2016	2017	2018	2019	2020
<b>Injury Claims</b>	9	9	5	9	2
Injury Rate	3.3	2.9	1.6	2.7	.5
King County Injury Rate	7.7	7.9	7.2	7.6	6.3
<b>Lost Workdays*</b>	74	16	5	52	27
<b>Total Lost Workdays**</b>	465	406	219	52	139
Lost Workday Rate	26.8	5.2	1.6	16	6.5
King County Lost Workday Rate	159	156.7	144.2	180.6	217.6

\*Lost Workdays Filed Within Year (Capped at 180 days)

\*\*Includes Lost Workdays from Claims Filed in Previous Years

#### Successes:

1. Remarkable decrease in injuries and lost workdays over the last 3 years. Average injuries have been reduced 45% and lost workdays are down 68% from 2017 data.
2. Only 2 recordable injuries in 2020, only 1 of which resulted in time loss



COVID relief pop-up food program

Your Contact

**Rob Stafford**

Your Contact

**Chris Jacomme**

## King County Council

	2016	2017	2018	2019	2020
<b>Injury Claims</b>	2	0	1	0	0
Injury Rate	1.7	0	0.9	0	0
King County Injury Rate	7.7	7.9	7.2	7.6	6.3
<b>Lost Workdays*</b>	14	0	0	0	0
<b>Total Lost Workdays**</b>	14	0	0	0	0
Lost Workday Rate	12	0	0	0	0
King County Lost Workday Rate	159.0	156.7	144.2	180.6	217.6

\*Lost Workdays Filed Within Year (Capped at 180 days)

\*\*Includes Lost Workdays from Claims Filed in Previous Years

Councilmembers on a remote call



#### Successes:

1. No injuries for the second year in a row.
2. No lost workdays in four years.

## District Court

	2016	2017	2018	2020	2020
<b>Injury Claims</b>	3	3	0	2	1
Injury Rate	1.4	1.4	0	.9	.5
King County Injury Rate	7.7	7.9	7.2	7.6	6.3
<b>Lost Workdays*</b>	0	24	0	15	0
<b>Total Lost Workdays**</b>	366	38	0	0	0
Lost Workday Rate	0	11	0	7.0	0
King County Lost Workday Rate	159.0	156.7	144.2	180.6	217.6

\*Lost Workdays Filed Within Year (Capped at 180 days)

\*\*Includes Lost Workdays from Claims Filed in Previous Years

1. Low injury rate continued.

Andrea Parker fills bags with masks and PPE which were sent to Judges and staff at 8 Courthouses



Your Contact

**Dan Nwaelele**

Department of Elections



Processing presidential election ballots during a global pandemic

	2016	2017	2018	2019	2020
Injury Claims	3	5	2	0	3
Injury Rate	2.6	7.3	2.5	0	2.3
King County Injury Rate	7.7	7.9	7.2	7.6	6.3
Lost Workdays*	42	58	0	0	118
Total Lost Workdays**	344	401	770	768	548
Lost Workday Rate	34.5	84.4	0	0	91.74
King County Lost Workday Rate	159.0	156.7	144.2	180.6	217.6

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes Lost Workdays from Claims Filed in Previous Years

Summary

In a general election year fraught with numerous challenges, the Department of Elections made numerous modifications to their processes to protect their staff and the public. Only three recordable injuries is a testament to the tremendous job that Elections did during a very difficult year.

Your Contact  
Rob Stafford

Department of Executive Services (DES) - Excluding Airport, FMD, Fleet, RALS

	2019	2020
Injury Claims	0	0
Injury Rate	0	0
King County Injury Rate	7.6	6.3
Lost Workdays*	0	0
Total Lost Workdays**	0	0
Lost Workday Rate	0	0
King County Lost Workday Rate	180.6	217.6



Caroline Whalen, DES Director and Chief Administrative Officer, received the prestigious Fred Jarrett Leadership Excellence Award. Executive Constantine and staff congratulated Caroline during a zoom call.

Summary:  
DES did great with no reported claims. Or lost work days.

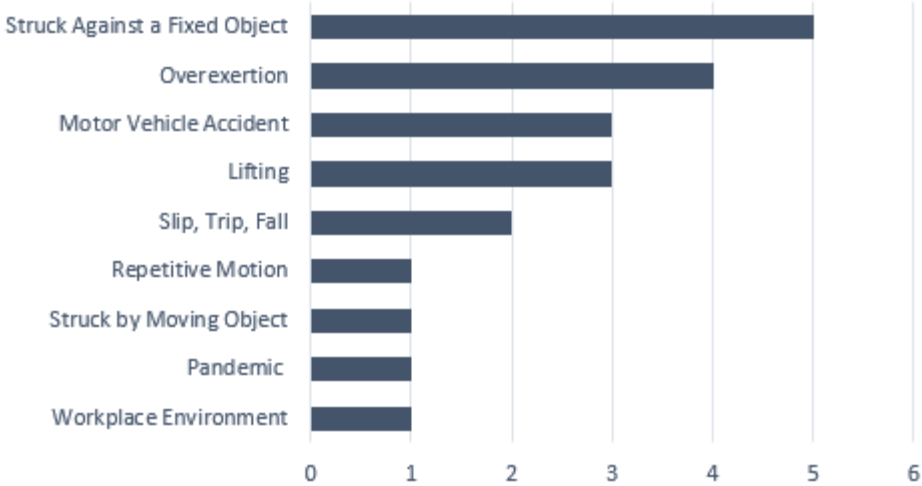
Your Contacts  
Dan Nwalelele

DES - Facilities Management Division

	2016	2017	2018	2019	2020
Injury Claims	30	33	28	18	20
Injury Rate	11.1	11.7	9.8	6.2	6.3
King County Injury Rate	7.7	7.9	7.2	7.6	6.3
Lost Workdays*	139	270	426	157	901
Total Lost Workdays**	2867	2477	1921	2488	2772
Lost Workday Rate	51.4	95.7	150	54.2	257
King County Lost Workday Rate	159.0	156.7	144.2	180.6	217.6

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes Lost Workdays from Claims Filed in Previous Years

FMD - Number of Injuries by Cause, 2020



Summary

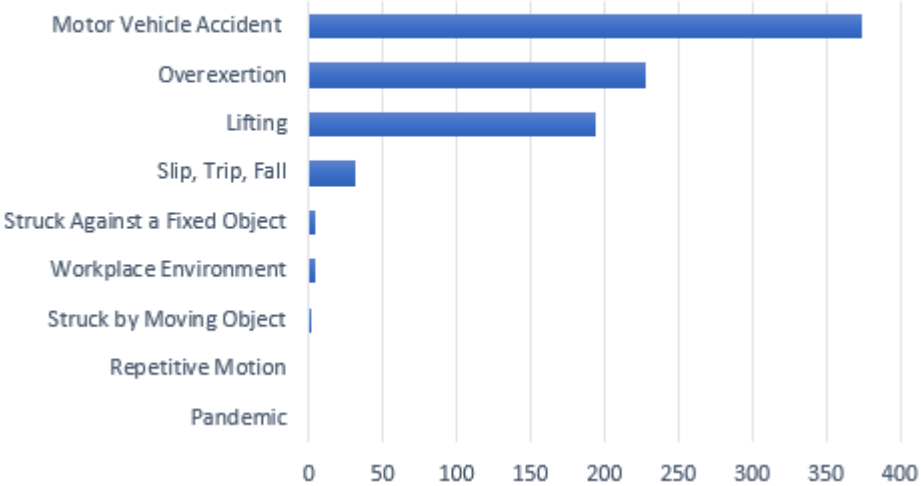
FMD’s number of annual claims remained relatively low this year. However, there was a significant increase in lost workdays, mostly attributable to two motor vehicle accidents, a lifting injury, and a pulling/overexertion injury. FMD continues to work closely with Safety & Claims to increase and improve training, conduct hazard assessments, and improve hazard awareness among employees.

Trends:

- 1. Slips/trips/falls replaced by “struck against” as most significant cause of injuries
- 2. Increase in lost workdays

Your Contact  
Chris Jacomme

FMD - Number of Lost Workdays by Cause



Aerial lift training for FMD employees





Department of Executive Services - Airport



Airport staff volunteered with COVID Donations Management Team

Your Contact  
**Rob Stafford**

	2016	2017	2018	2019	2020
Injury Claims	7	3	4	6	1
Injury Rate	16.5	3.8	9.2	13.8	2.2
King County Injury Rate	7.73	7.92	7.2	7.6	6.3
Lost Workdays*	156	130	72	270	11
Total Lost Workdays**	416	350	72	405	89
Lost Workday Rate	367.4	295.1	165	601.4	24.5
King County Lost Workday Rate	159	156.6	144.2	180.6	217.6

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes Lost Workdays from Claims Filed in Previous Years

- Trends:
- 1. 78% Reduction in Total Lost Workdays
  - 2. 96% Reduction in Lost Workdays from Injuries in 2020

DES - Records and Licensing Division (RALs),  
excluding Animal Control

	2016	2017	2018	2019	2020
Injury Claims	2	1	3	0	0
Injury Rate	2.6	1.3	3.6	0	0
King County Injury Rate	7.7	7.9	7.2	7.6	6.3
Lost Workdays*	0	0	7	0	0
Total Lost Workdays**	0	0	7	0	0
Lost Workday Rate	0	0	6.11	0	0
King County Lost Workday Rate	159	156.7	144.2	180.6	217.6

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes Lost Workdays from Claims Filed in Previous Years

- Successes:
- 1. Two Consecutive Years No Recordable Injuries
  - 2. Two Consecutive Years No Lost Workdays



Your Contact  
**Rob Stafford**

Department of Executive Services - Fleet Division

	2016	2017	2018	2019	2020
Injury Claims	9	7	5	8	6
Injury Rate	15.1	11.7	8.3	13.56	10
King County Injury Rate	7.7	7.9	7.2	7.6	6.3
Lost Workdays*	113	5	10	22	62
Total Lost Workdays**	472	474	369	396	421
Lost Workday Rate	189.3	8.3	16.6	37.3	102.9
King County Lost Workday Rate	158.96	156.70	144.2	180.6	217.6

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes Lost Workdays from Claims Filed in Previous Years

- Trends:
- 1. 6% Increase in Total Lost Workdays
  - 2. One Strain Accounted for 71% of Lost Workdays

Summary

The number of injuries and lost workdays have remained relatively consistent over the last five years and down an average of 40% in injury frequency and total lost workdays from the highs experienced from 2012-2015.

Your Contact  
**Rob Stafford**

Summary

Regional Animal Services had a tremendous year reducing not only the number of injuries but also lost workdays from injuries.



DES - Regional Animal Services (RAS)

	2016	2017	2018	2019	2020
Injury Claims	7	7	4	15	9
Injury Rate	20.6	20.8	12.5	43.8	20.5
King County Injury Rate	7.7	7.9	7.2	7.6	6.3
Lost Workdays*	2	79	0	78	4
Total Lost Workdays**	373	228	442	306	39
Lost Workday Rate	5.9	234.8	0	227.9	7
King County Lost Workday Rate	159	156.7	144.2	180.2	217.6

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes Lost Workdays from Claims Filed in Previous Years

- Trends:
- 1. 47% Reduction in Recordable Injuries
  - 2. 94 Reduction in Lost Workdays from 2019
  - 3. 87% Reduction in Total Lost Workdays

King County Executive

	2016	2017	2018	2019	2020
Injury Claims	1	1	0	0	0
Injury Rate	1.1	1.0	0	0	0
King County Injury Rate	7.7	7.9	7.2	7.6	6.3
Lost Workdays*	0	0	0	0	0
Total Lost Workdays**	0	0	0	0	0
Lost Workday Rate	0	0	0	0	0
King County Lost Workday Rate	159.0	156.7	144.2	180.6	217.6

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes Lost Workdays from Claims Filed in Previous Years

No recordable injuries for the past three years or lost workdays for the past five. The Executive’s Office takes a conscientious and proactive approach to preventing office-related musculoskeletal injuries.



Your Contact  
Chris Jacomme

Department of Human Resources

Successes:

- Only 2 Lost Workday Injuries in 12 years
- No Lost Workdays Experienced Since 2014

	2016	2017	2018	2019	2020
Injury Claims	0	1	0	2	1
Injury Rate	0	1.4	0	2	.7
King County Injury Rate	7.7	7.9	7.2	7.6	6.3
Lost Workdays*	0	0	0	0	0
Total Lost Workdays**	0	0	0	0	0
Lost Workday Rate	0	0	0	0	0
King County Lost Workday Rate	159	156.6	144.2	180.2	217.6

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes Lost Workdays from Claims Filed in Previous Years



DHR Zoom  
Holiday party

Your Contact  
Rob Stafford

Department of Information Technology

	2016	2017	2018	2019	2020
Injury Claims	4	2	6	3	3
Injury Rate	1.1	.5	1.5	.7	.7
King County Injury Rate	7.7	7.9	7.2	7.6	6.3
Lost Workdays*	31	0	0	14	217
Total Lost Workdays**	59	9	18	71	245
Lost Workday Rate	8.5	0	0	3.5	53.7
King County Lost Workday Rate	159.0	156.7	144.2	180.6	217.6

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes Lost Workdays from Claims Filed in Previous Years

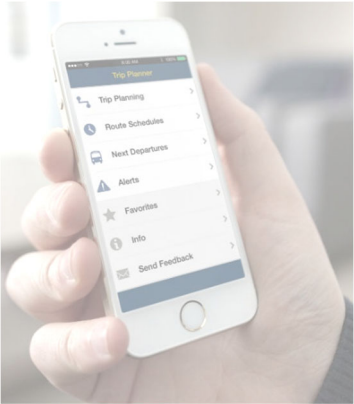
Trends:

- Claims remained the same as last year
- 2020 lost workdays were 15 times more than the 2019 numbers

Your Contact  
Dan Nwaelele

Summary

KCIT had three claims in 2020: two repetitive motion injuries and the one lifting. One repetitive injury resulted in more than 180 lost workdays, the other resulted in 14 lost workdays. The lifting injury caused 23 lost workdays.



Department of Judicial Administration

	2016	2017	2018	2019	2020
Injury Claims	5	5	3	2	3
Injury Rate	2.9	2.9	1.7	1.2	1.8
King County Injury Rate	7.7	7.9	7.2	7.6	6.3
Lost Workdays*	56	0	0	4	52
Total Lost Workdays**	56	209	0	4	45
Lost Workday Rate	32.2	0	0	2.39	30.4
King County Lost Workday Rate	159.0	156.7	144.2	180.6	217.6

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes Lost Workdays from Claims Filed in Previous Years

Your Contact  
Chris Jacomme

CLERK’S ALERT



Department of Local Services - Permitting

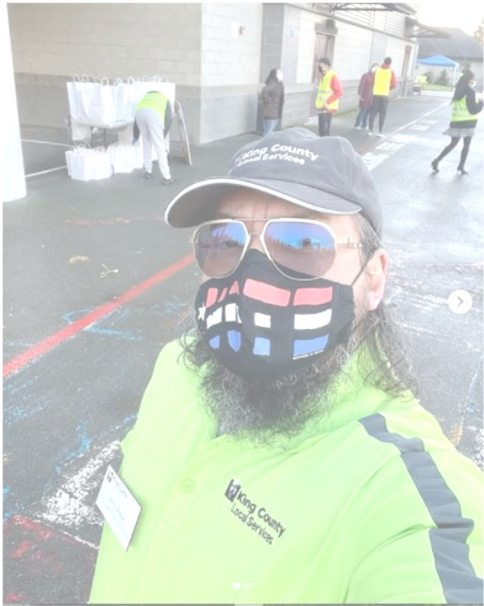
	2016	2017	2018	2019	2020
Injury Claims	1	1	1	1	0
Injury Rate	1.4	1.4	1.3	1.3	0
King County Injury Rate	7.7	7.9	7.2	7.6	6.3
Lost Workdays*	0	51	0	0	0
Total Lost Workdays**	0	65	364	378	364
Lost Workday Rate	0	69.4	0	0	0
King County Lost Workday Rate	159.0	156.7	144.2	180.6	217.6

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes Lost Workdays from Claims Filed in Previous Years

Successes:

- 1. Zero injury claim
- 2. Zero lost workdays

Your Contact  
Dan Nwaelele



Staffing the Skyway Resource Center



Conservation Corps crew members remove garbage and clean areas in unincorporated King County August 2020

Department of Local Services - Road Services Division

Summary

	2016	2017	2018	2019	2020
Injury Claims	44	25	32	40	24
Injury Rate	14.5	7.6	9.5	11.7	7
King County Injury Rate	7.7	7.9	7.2	7.6	6.3
Lost Workdays*	1132	419	472	729	963
Total Lost Workdays**	2244	2012	1996	1691	2151
Lost Workday Rate	374	117.8	136.5	213.9	251.3
King County Lost Workday Rate	157	156.7	144.2	180.6	217.6

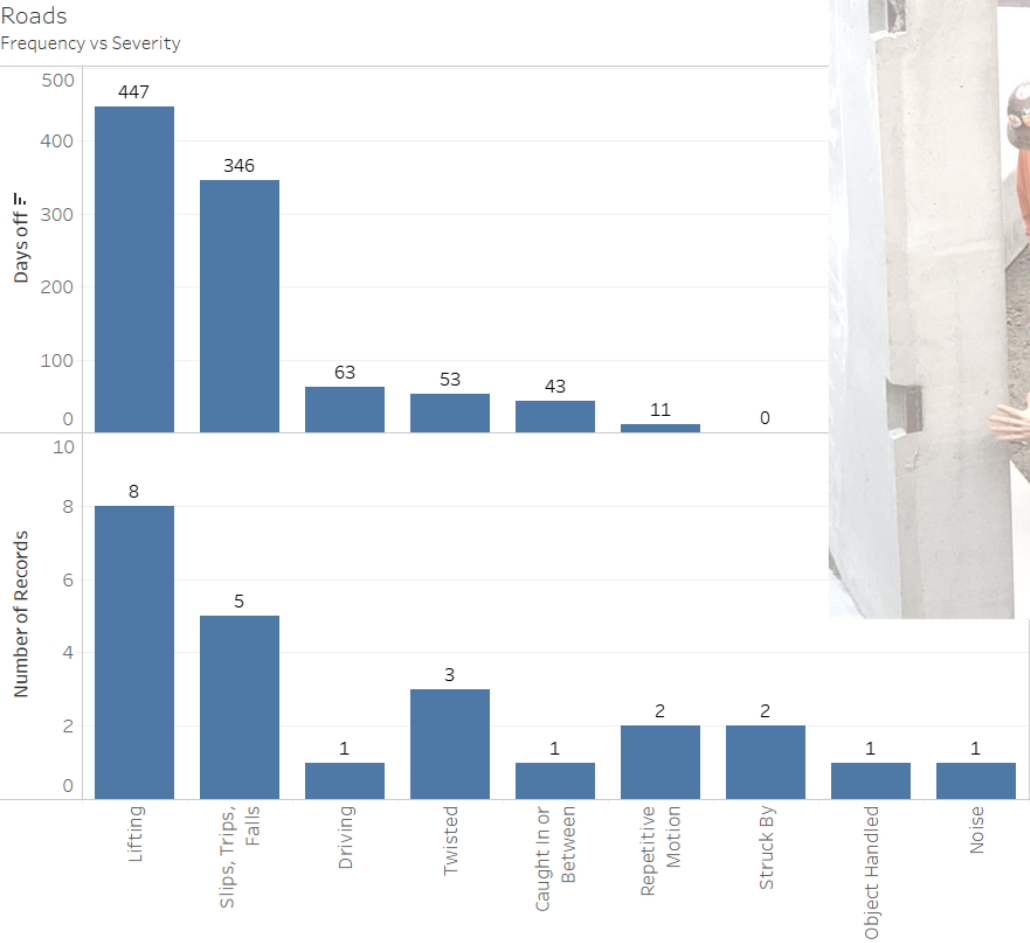
\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes Lost Workdays from Claims Filed in Previous Years

Trends:

- 1. Lifting Injuries Accounted for 48% of Lost Workdays Paid in 2020
- 2. Lifting Injuries Accounted for 400 Light Duty Days
- 3. 55% of Paid Lost Workdays in 2020 were from Injuries that Occurred in Prior Years

The number of claims were consistent with years prior. The 2020 annual audiograms, postponed due to COVID, typically show 5-7 incidents of standard threshold shifts. Lifting injuries were prominent this year both in frequency and time loss. This may be a result of Roads workers conducting much of their tasks individually due to the pandemic. There continues to be high lost workdays from years prior indicating the need for continued effort for a light duty program.

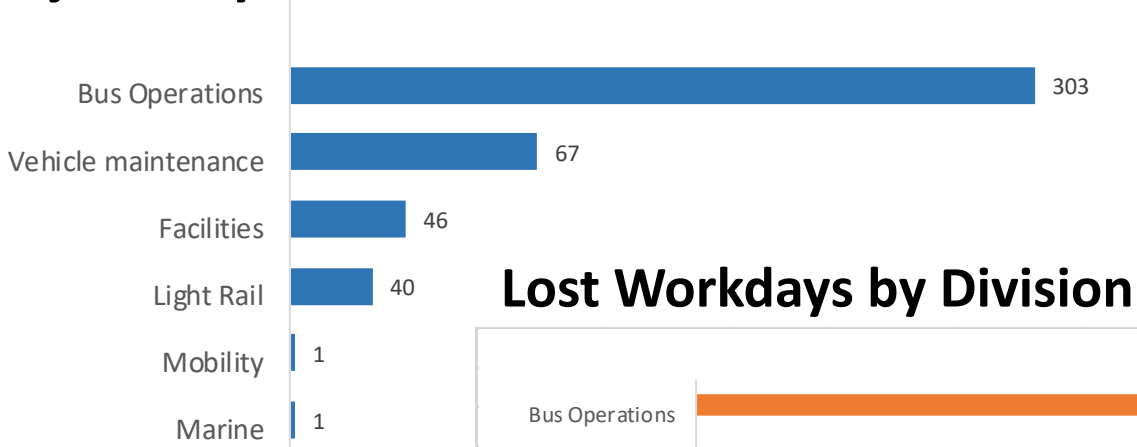
Your Contact  
Rob Stafford



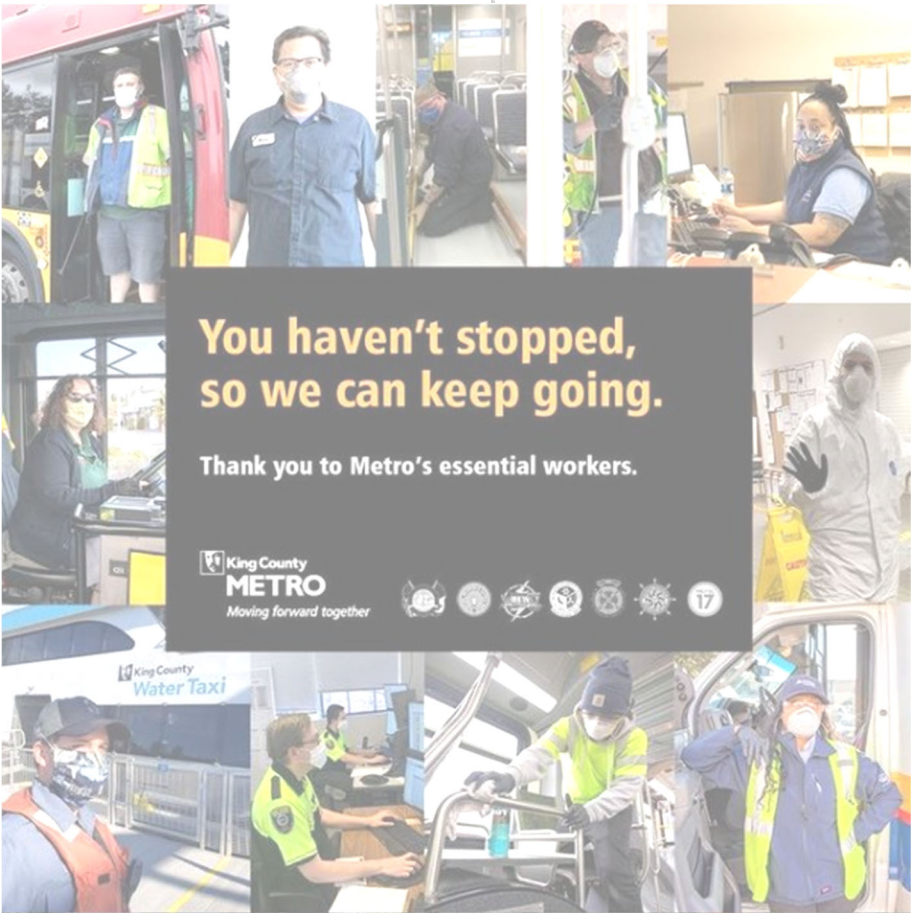
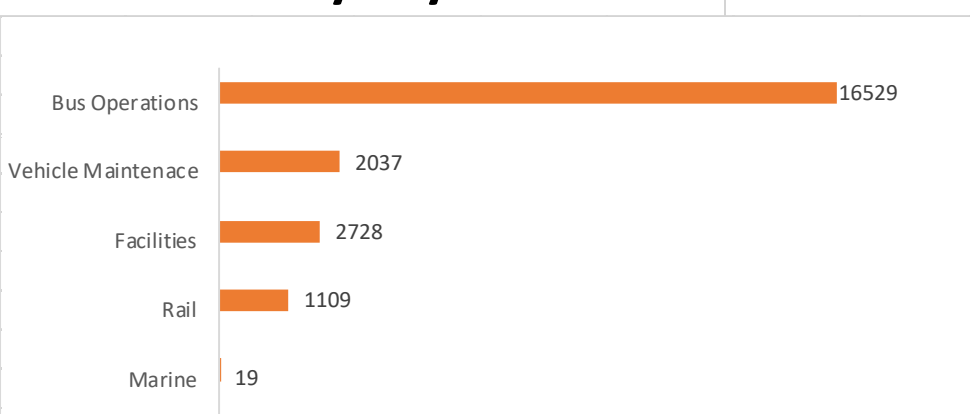
Installing culvert wall at Madsen Creek

# Metro Transit Department Overall

## Injuries by Division



## Lost Workdays by Division



# Metro Transit - Bus Operations

## Summary

	2018	2019	2020
Injury Claims	312	356	303
Injury Rate	10.8	11.8	11.1
King County Injury Rate	7.2	7.6	6.3
Lost Workdays*	8536	12,905	16,529
Total Lost Workdays**	27731	32,365	45,121
Lost Workday Rate	296.3	427.2	605.1
King County Lost Workday Rate	144.2	180.6	217.6

\*Lost Workdays Filed Within Year (Capped at 180 days)  
 \*\*Includes Lost Workdays from Claims Filed in Previous Years

In 2020, there were:

- Over 90 ergonomics related claims
- 39 driver shield related claims
- 38 slips, trips, and falls
- 31 Assaults
- 31 Motor vehicle accidents
- 24 Driving related claims
- 20 struck against or by claims

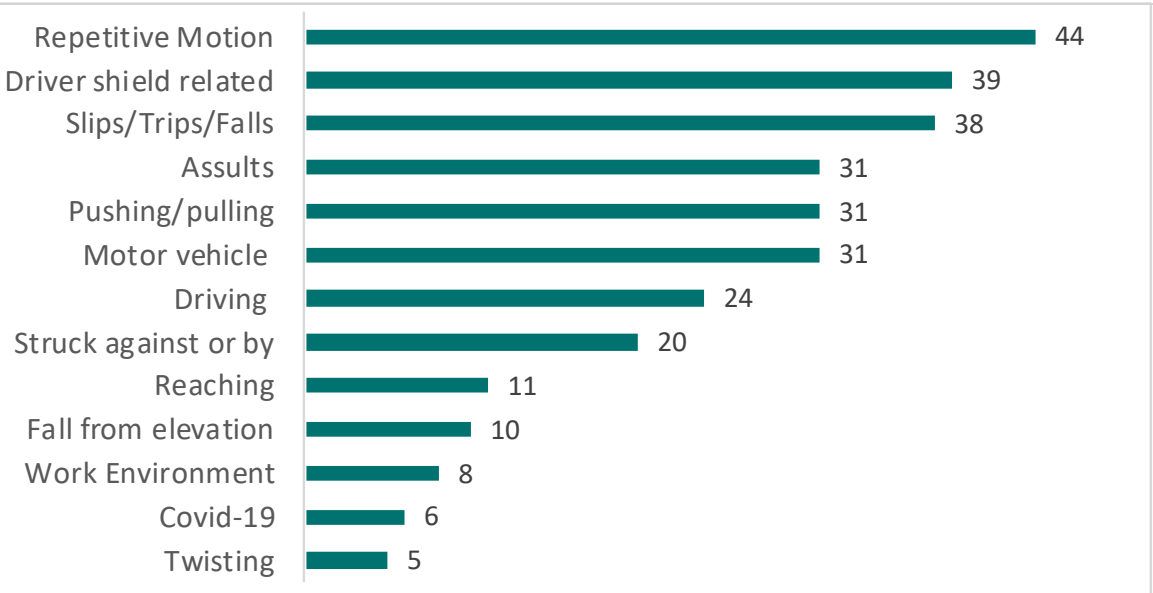
It is expected that the driver shield related claims would significantly drop as the opening/closing system automated. Furthermore, it is also expected that incidents of assaults will drop substantially with increase in the use of coaches with automated driver protective shields.

Clearly, there is no way to prevent all conditions that make it possible for slips, trips, and falls; however, employee *situational awareness*—cognizant of everything that is happening at the same time and integrating that sense of awareness into what they are doing at the moment should reduce such incidents as well as mollify their impact.

We would also recommend a more aggressive use of Disability Services group work tools as a strategy to minimize the severity of operator claims.

Your Contact  
**Dan Nwaelele**

## Number of Injuries by Cause





# Metro Transit - Vehicle Maintenance

	2018	2019	2020
Injury Claims	81	118	67
Injury Rate	12.4	17.4	10.0
King County Injury Rate	7.2	7.6	6.3
Lost Workdays*	1629	2522	2037
Total Lost Workdays**	3572	4806	4479
Lost Workday Rate	248.7	371.1	304.4
King County Lost Workday Rate	144.2	180.6	217.6

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes Lost Workdays from Claims Filed in Previous Years

### Causes by the numbers

- 11 Struck by or against
- 8 Slips/Trips/Falls
- 7 Lifting
- 5 Reaching
- 5 Pushing/pulling
- 4 Bending
- 4 Repetitive motion

### Effects

- 57% reduction in claims
- 8% decreased in workdays

Your Contact

Dan Nwaelele

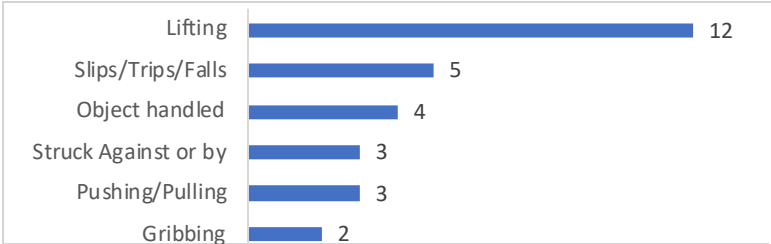


# Metro Transit - Facilities

	2018	2019	2020
Injury Claims	34	55	46
Injury Rate	13.1	21.4	18.3
King County Injury Rate	7.2	7.6	6.3
Lost Workdays*	1827	2087	2728
Total Lost Workdays**	2499	4425	5275
Lost Workday Rate	701.5	813.8	1086.8
King County Lost Workday Rate	144.2	180.6	217.6

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes Lost Workdays from Claims Filed in Previous Years

### Cause of Injuries



# Metro Transit - Light Rail

## Summary

	2016	2017	2018	2019	2020
Injury Claims	28	27	36	39	40
Injury Rate	9	8.0	10.1	9.8	10.0
King County Injury Rate	7.7	7.9	7.2	7.6	6.3
Lost Workdays*	632	417	979	1434	1109
Total Lost Workdays**	1337	800	1715	2975	3658
Lost Workday Rate	203.3	123.4	275.2	361.2	276.1
King County Lost Workday Rate	159.0	156.7	144.2	180.6	217.6

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes Lost Workdays from Claims Filed in Previous Years

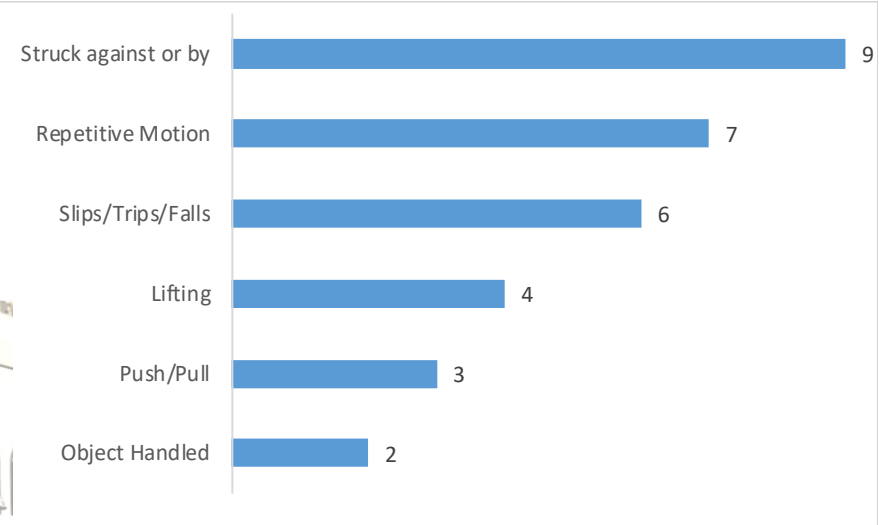
### Trends:

1. No significant increase injury claim 2020
2. 21% reduction in lost workdays

Light Rail continues to struggle with managing the severity of injuries. In 2019, nine employees lost 1174 work days. Because of the pandemic and the resulting stay at home orders significantly impacted the transitional duty program leading to higher lost workdays

As the pandemic lifts and employees are vaccinated, Safety , Claims, and Disability Services will work closely with Light Rail to reinvigorate transitional duty opportunities.

### Cause of Injuries



Your Contact

Dan Nwaelele

Metro Transit - Marine Division

	2016	2017	2018	2019	2020
Injury Claims	4	6	5	2	1
Injury Rate	2.3	25.8	20.4	7.5	4.3
King County Injury Rate	7.7	7.9	7.2	7.6	6.3
Lost Workdays*	16	276	49	3	19
Total Lost Workdays**	16	284	215	241	0
Lost Workday Rate	5.4	1187.5	200.1	11.2	80.9
King County Lost Workday Rate	159.0	156.7	144.2	180.6	217.6

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes Lost Workdays from Claims Filed in Previous Years

Successes:

1. One recordable injury

2. 19 lost workdays

Your Contact  
Chris Jacomme



Deckhand onboard the Doc Maynard, wearing a sampling pump to measure diesel exhaust

Metro Transit - Mobility

	2019	2020
Injury Claims	2	1
Injury Rate	.9	.4
King County Injury Rate	7.6	6.3
Lost Workdays*	0	12
Total Lost Workdays**	3	17
Lost Workday Rate	0	5.1
King County Lost Workday Rate	180.6	217.6

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes Lost Workdays from Claims Filed in Previous Years

Successes:

1.

Your Con-

Dan Nwaelele



Department of Natural Resources and Parks (DNRP)  
- Parks Division

Summary

DNRP—Parks has had a steady decline in recordable injuries in the last 5 years. Although injury severity from lost workdays and total lost workdays have remained consistent with prior years, most of the lost workdays experienced in 2020 were the result of a single claim. A continued focus on light duty could dramatically reduce the lost workdays experienced in 2021.

Your Contact  
Rob Stafford

	2016	2017	2018	2019	2020
Injury Claims	25	32	26	26	22
Injury Rate	10.4	12.3	9.4	9.4	9
King County Injury Rate	7.73	7.9	7.2	7.6	6.3
Lost Workdays*	159	147	445	388	397
Total Lost Workdays**	160	614	907	737	459
Lost Workday Rate	66.4	56.4	160	140.5	133.4
King County Lost Workday Rate	159	156.7	144.2	180.2	217.6

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes Lost Workdays from Claims Filed in Previous Years

Trends:

1. 19% Reduction on Average Number of Recordable Injuries from 2016-2020 Relative to the Previous 5 Years.

2. One Motor Vehicle Accident Accounted for 63% of Lost Workdays

DNRP - Solid Waste Division

	2016	2017	2018	2019	2020
Injury Claims	46	35	31	44	28
Injury Rate	12.7	9.6	8.4	11.8	7.4
King County Injury Rate	7.7	7.9	7.2	7.6	6.3
Lost Workdays*	901	453	701	545	251
Total Lost Workdays**	1615	1473	2133	1878	1108
Lost Workday Rate	249.0	114.6	189.7	146.7	66.1
King County Lost Workday Rate	159.0	156.7	144.2	180.6	217.6

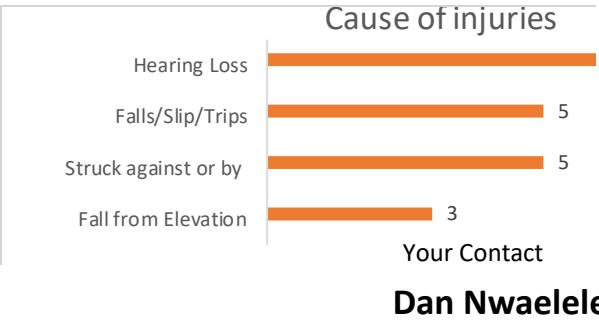
\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes Lost Workdays from Claims Filed in Previous Years

Trends:

1. 36% decrease in claims

2. 46% decrease in lost workdays

3. 36% of recordable claims were hearing loss cases





## DNRP - Water and Land Resources Division

	2016	2017	2018	2019	2020
Injury Claims	7	8	5	5	5
Injury Rate	2.3	2.6	1.6	1.6	1.5
King County Injury Rate	7.7	7.9	7.2	7.6	6.3
Lost Workdays*	16	105	0	0	24
Total Lost Workdays**	17	105	14	4	20
Lost Workday Rate	5.4	34.3	0	0	7.2
King County Lost Workday Rate	159.0	156.7	144.2	180.6	217.6

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes Lost Workdays from Claims Filed in Previous Years

The Water and Land Resources Division (WLRD) had another great year in 2020:

- No increase in recordable injuries
- Just 24 lost workdays
- Exceptional use of the Transitional Duty Assignment.



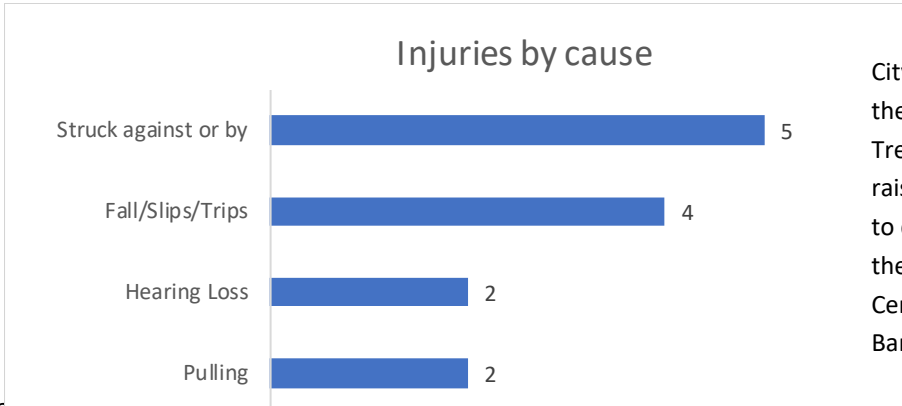
SoundGuardian

Your Contact  
**Dan Nwaelele**

## DNRP - Wastewater Treatment Division

	2016	2017	2018	2019	2020
Injury Claims	38	41	26	31	27
Injury Rate	6.1	6.2	3.9	4.7	4.0
King County Injury Rate	7.7	7.9	7.2	7.6	6.3
Lost Workdays*	438	641	476	373	442
Total Lost Workdays**	1184	1075	639	1198	1331
Lost Workday Rate	84.3	96.8	72.2	56.7	65.2
King County Lost Workday Rate	159.0	156.7	144.2	180.6	217.6

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes Lost Workdays from Claims Filed in Previous Years



City Soil Farm at the South Treatment Plant raises produce to donate to the White Center Food Bank.



### Summary

Wastewater’s recordable incidents were down from 2019, but lost workdays were up 18.5%.

The Division effectively used early intervention tools, bringing employees back to work earlier: 383 transitional duty days.

Your Contact  
**Dan Nwaelele**

## Prosecuting Attorney’s Office



	2016	2017	2018	2019	2020
Injury Claims	5	0	2	0	1
Injury Rate	1.3	0	0.5	0	0.2
King County Injury Rate	7.7	7.9	7.2	7.6	6.3
Lost Workdays*	4	0	0	0	0
Total Lost Workdays**	4	0	0	0	0
Lost Workday Rate	1.0	0	0	0	0
King County Lost Workday Rate	159.0	156.7	144.2	180.6	217.6

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes Lost Workdays from Claims Filed in Previous Years

### Trend:

- Only one recordable injury
- No lost workdays

Your Contact  
**Chris Jacomme**

## Department of Public Defense

	2016	2017	2018	2019	2020
Injury Claims	5	6	2	9	0
Injury Rate	1.5	1.7	0.6	2.5	0
King County Injury Rate	7.7	7.9	7.2	7.6	6.3
Lost Workdays*	10	3	0	7	0
Total Lost Workdays**	10	3	0	7	83
Lost Workday Rate	2.9	0.9	0	1.9	0
King County Lost Workday Rate	159.0	156.7	144.2	180.6	217.6

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes Lost Workdays from Claims Filed in Previous Years

### Successes:

1. Reduced claims and injury rate to zero
2. No lost work days



June 2020

Your Contact  
**Dan Nwaelele**

Department of Public Health

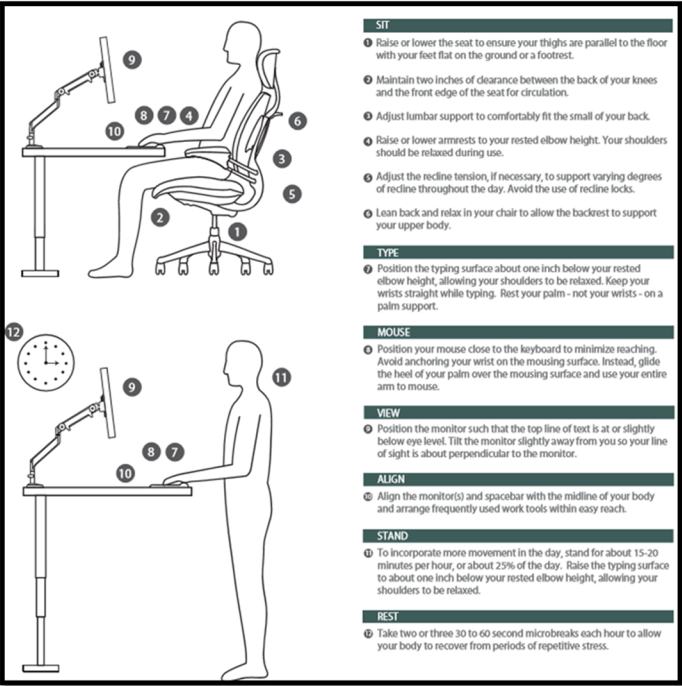
Recommendations

	2016	2017	2018	2019	2020
Injury Claims	51	42	39	47	47
Injury Rate	4.4	3.6	3.24	3.9	3.4
King County Injury Rate	7.7	7.9	7.2	7.6	6.3
Lost Workdays*	480	559*	142	539	406
Total Lost Workdays**	1458	1680	1214	1575	1451
Lost Workday Rate	41.7	48.3*	11.8	44.5	29.6
King County Lost Workday Rate	159.0	156.7	144.2	180.6	217.6

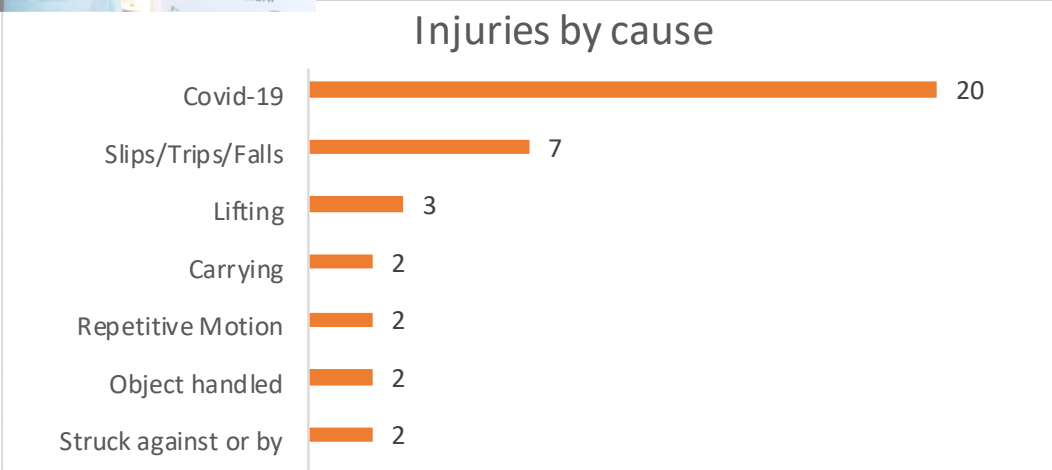
\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes Lost Workdays from Claims Filed in Previous Years

Trends:

- 1. Over 42% of the claims were COVID-19 related
- 2. Motor Accident claims reduced to just one in 2020



- Continue to support a culture of safety at DPH.
- Continue to request ergonomic evaluations at the first sign of discomfort..



Department of Public Health - Division Information

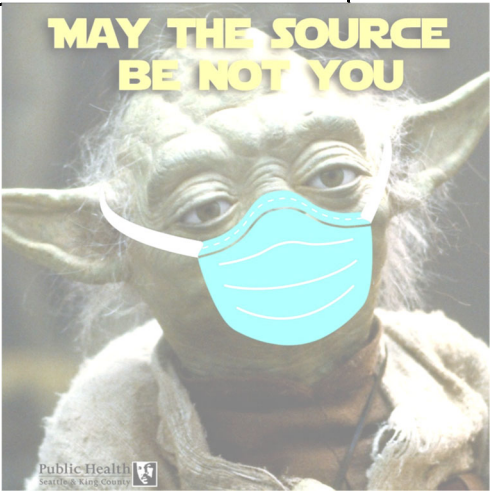
Division	Number of claims	Lost Workdays*	Injury Cause (# of cases)	Lost Workdays (by cause)
CHS	10	7	<ul style="list-style-type: none"><li>• Covid-19 (1)</li><li>• Slip, trip, fall (2)</li><li>• Lifting (1)</li><li>• Repetitive Motion (2)</li><li>• Object handled (1)</li><li>• Standing (1)</li><li>• Struck against or by (1)</li><li>• Unclassified (1)</li></ul>	<ul style="list-style-type: none"><li>• Struck against or by (4)</li><li>• Lifting (2)</li><li>• Standing (1)</li></ul>
EMS	28	235	<ul style="list-style-type: none"><li>• Covid-19 (19)</li><li>• Slip, trip, fall (2)</li><li>• Carrying (1)</li><li>• Lifting (2)</li><li>• Pulling (1)</li><li>• Twisted (1)</li><li>• Object handled (1)</li><li>• Stepped in/on or off (1)</li><li>• Bending (1)</li></ul>	<ul style="list-style-type: none"><li>• Covid-19 (156)</li><li>• Slip, trip, fall (49)</li><li>• Lifting (9)</li><li>• Stepped in/on or off (7)</li><li>• Twisted (7)</li><li>• Carrying (5)</li><li>• Bending (2)</li></ul>
JHS	4	160	<ul style="list-style-type: none"><li>• Slip, trip, fall (2)</li><li>• Pulling (1)</li><li>• Struck against or by (1)</li></ul>	<ul style="list-style-type: none"><li>• Pulling (160)</li></ul>
EHS	2	1	<ul style="list-style-type: none"><li>• Twisted (1)</li><li>• MVA (1)</li></ul>	<ul style="list-style-type: none"><li>• Twisted (1)</li></ul>
Prevention	3	3	<ul style="list-style-type: none"><li>• Slip, trip fall (1)</li><li>• Animal/Insect bite (1)</li><li>• Carrying (1)</li></ul>	<ul style="list-style-type: none"><li>• Animal/Insect bite (3)</li></ul>
Admin	0	0	None	<ul style="list-style-type: none"><li>• none</li></ul>

\*Lost workdays from claims in current year only

Your Contacts

**Chris Jacomme - Safety**

**Dan Nwaelele and Rob Stafford - Ergonomics**





Sheriff’s Office

	2016	2017	2018	2019	2020
Injury Claims	108	130	120	100	137
Injury Rate	10.3	12.5	11.5	9.4	12.6
King County Injury Rate	7.7	7.9	7.2	7.6	6.3
Lost Workdays*	734	1117	1280	1066	1511
Total Lost Workdays**	2308	4726	3637	4400	5078
Lost Workday Rate	70.3	107.4	123	99.9	139.1
King County Lost Workday Rate	159.0	156.7	144.2	180.6	217.6

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes Lost Workdays from Claims Filed in Previous Years

Summary

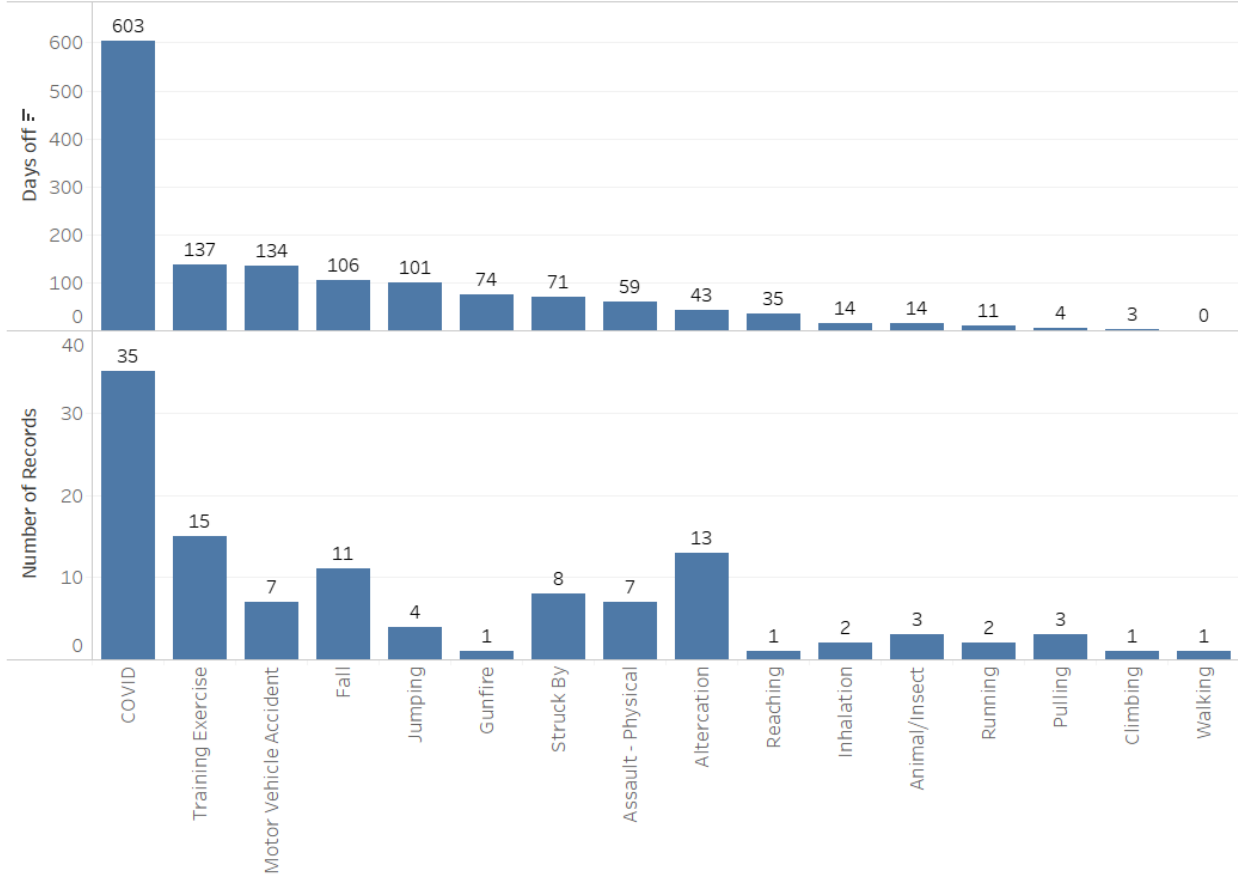
The increase in injuries and lost workdays in 2020 from the year prior can be directly correlated to the pandemic which resulted in 35 recordable incidents and 603 lost workdays. That said, there continues to be a trend of increasing total lost workdays with a yearly average above 4,600 days since 2017. A transitional duty program would dramatically reduce the number of days off experienced by the department.

Your Contact  
Rob Stafford

Trends:

- 1. COVID-19 Accounted for 42% of Days Off in 2020
- 2. 75% of Total Lost Workdays Paid in 2020 were from Prior Years’ Injuries
- 3. 44% Reduction in Days Off from Training Exercise Injuries
- 4. 28% Reduction in Days Off from Slips, Trips, and Falls

KCSO  
Severity and Frequency



Sheriff Deputies work in partnership with King County Airport Fire Department. Pictured is the ceremony commissioning a new firetruck and command vehicle.

Superior Court

Trends:

- 1. One motor vehicle accident and one fall on stairs
- 2. No lost workdays for the last two years

	2016	2017	2018	2019	2020
Injury Claims	6	4	4	3	2
Injury Rate	2.4	1.6	1.6	1.2	0.8
King County Injury Rate	7.7	7.9	7.2	7.6	6.3
Lost Workdays*	12	2	174	0	0
Total Lost Workdays**	14	4	169	378	60
Lost Workday Rate	4.8	0.8	70.3	0	0
King County Lost Workday Rate	159.0	156.7	144.2	180.6	217.6

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes Lost Workdays from Claims Filed in Previous Years



National Adoption Day, held virtually November 2020

Your Contact  
Chris Jacomme

## SAFETY SERVICES

### Safety

Safety professionals reduce risk for employees by consulting with agencies to prevent work related injuries and workers' compensation costs. We look at work practices and policies to ensure proper protocols are employed. Services include:

- ♦ Fall protection systems
- ♦ Assistance with accident investigations
- ♦ Safety program development and implementation support
- ♦ Hazard assessments and hazard prevention/control methodologies
- ♦ Development and evaluation of construction/contractor safety program requirements and submittals
- ♦ Employee safety training
- ♦ Regulatory compliance issue support
- ♦ Hearing conservation program

### Industrial Hygiene

Our industrial hygienists prevent occupational illness by evaluating and controlling workplace hazards such as asbestos, welding fumes, solvent vapors and noise. Services Include:

- ♦ Noise monitoring, hearing protection programs and hearing conservation program
- ♦ Air quality evaluation and ventilation design
- ♦ Chemical hazard analysis
- ♦ Respirator fit testing and training

### Ergonomics

Ergonomists study, design, and evaluate workspaces with the goal of optimizing the performance and safety of the workspace and reducing worker compensation costs. Services Include:

- ♦ Consultations on workspace designs, evaluations, and equipment recommendations
- ♦ Onsite training on ergonomic principles that optimize employee performance and safety

### Training

Training specialists provide required training for regulatory compliance and employee safety. Employees receive training on topics including:

- ♦ Confined space entry
- ♦ Forklift operation
- ♦ CPR, AED and first aid
- ♦ Personal protective equipment
- ♦ Defensive driving
- ♦ Traffic control and flagging

### Pre-Employment Assessments

Employees in physically demanding or safety-sensitive positions receive a pre-employment exam to be sure they are suited for the position.

For more information on our services please call Safety and Claims at 206-477-3350

## SAFETY TEAM

**We promote health and safety for employees through education, training, workplace prevention programs and partnership with agencies.**

**Mary Beth Short, JD**  
**Director, Central Employee Services Division**

206-263-2506  
marybeth.Short@kingcounty.gov

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